Dear Colleagues

The fourth meeting of the Queensland Lutheran Schools Single Bargaining Unit was held on Tuesday, 19 February 2013. A factual account of the issues discussed at that meeting, indicating where agreement has been reached and outlining ongoing matters still under discussion, follows:

1. Extension of Fair Work Australia Single Interest Employer Authorisation

1.1. The meeting noted as follows:
   1.1.1. Operation of the Single Interest Employer Authorisation issued by Fair Work Australia on 20 January 2012 has been extended until 31 December 2013. Accordingly, all 3 Queensland Lutheran School employers (and all 27 Queensland Lutheran Schools) will continue to bargain as one group with their employees and representatives for a proposed replacement Single-enterprise agreement;
   1.1.2. A revised Notice of Employee Representational Rights has been issued by Queensland Lutheran School employers to all Queensland Lutheran School employees to be covered by the replacement agreement as required under the terms of the Fair Work Act 2009 (Cth).

2. Overpayments/ Annual Review of Position Descriptions

The meeting noted that Employer Representatives are to table some wording to reflect the agreements in principle reached in respect of the above matters for consideration at the next SBU meeting.

3. Annualisation of salary (Term-Time School Officers)

Employer Representatives advised Queensland Lutheran School employers have considered the Employee Representatives’ proposal that requests by term-time school officers to annualise salaries not be unreasonably refused and are prepared to accept that proposal.

To that intent, as previously suggested by the Employee Representatives, the meeting agreed that the words "such agreement not to be unreasonably refused" be inserted immediately after the words "By agreement between the employer and the employee involved" where they appear in the first line of clause 5.34 of the current Enterprise Agreement.
4. **Salaries/ Wages**

The Employer Representatives advised Queensland Lutheran School employers have considered the wages claim tabled by the Employee Representatives at the 22 November 2011 SBU meeting and the wages proposal re-tabled (pursuant to the interim agreement reached by the parties) at the 10 September 2012 SBU meeting and responded to that proposal as follows:

4.1 Queensland Lutheran School employers rejected all aspects of the proposed employee wage restructure.

4.2 In the circumstances, Queensland Lutheran School employers consider it is appropriate to retain the current wage structure and implement increases that result in outcomes to Band 3 Step 4 of the teachers salary scale which are comparable to those in the Queensland State and Catholic sectors.

4.3 Employer Representatives confirmed that Queensland Lutheran School employers wish to seek a 3 year agreement term notwithstanding ongoing uncertainty regarding Federal funding arrangements beyond 31 December 2013 given there have been 2 bargaining rounds held in as many years and schools are seeking certainty from a budgeting perspective.

4.4 Bearing the above in mind, Queensland Lutheran School employers proposed the following percentage based salary increases over the life of the next Enterprise Agreement:

- **2013**: 2.2%
- **2014**: 2.2%
- **2015**: 2.7%

4.5 The above salary increases will result in teaching and non-teaching staff employed in Queensland Lutheran schools maintaining a slight margin over Queensland State and Catholic sector salaries at all levels to Band 3 Step 4 of the teachers' salary scale.

4.6 The employee wages proposal also noted that the remuneration applicable to Level 6 PARs is less than a classroom teacher can achieve without the PAR responsibilities. In these circumstances, Queensland Lutheran School employers proposed that, in the event of a Leading Teacher 1 (LT1) seeking to access Levels 5 or 6 of the PAR structure and being successful in that pursuit, the teacher receive whichever is the higher of the LT1 or Level 5 or 6 allowance.

4.7 It is proposed the 2013 and 2014 percentage-based pay increases above would be implemented from 1 May in each of those years.

4.8 The Employee Representatives advised they would consider the wages proposal tabled by the Employer Representatives and respond at the next SBU meeting.

5. **Matters remaining under discussion**

It is noted the following matters also remain under discussion:

- 5.1 Boarding Schools Review;
- 5.2 Maternity leave (qualifying service);
- 5.3 Camps;
- 5.4 Lunch Break;
5.5 Implications of Public Holidays on Term Time Employees;
5.6 Preparation and Correction Time;
5.7 Assessment and Reporting.

6. Next Meeting Date

The next meeting of the Queensland Lutheran Schools Single Bargaining Unit will be held on Wednesday, 6 March 2013 from 11.00 a.m. to 3.00 p.m.

Sue Kloeden
Executive Director
Lutheran Education Queensland

Chris Seymour
IEUA-QNT Officer supporting the
Employee Team at the SBU
Negotiations